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1



Culture

Our organisation **uses an interpreter.**

1



Culture

All **our material is available in the different languages** most commonly used in our community.

1



Culture

We use **clear and simple language** to describe our programmes and activities.

2



Culture

Our organisation has a **written commitment to anti-racism, equality, inclusion and interculturalism.**

2



Culture

Our staff and volunteers **address racist comments and behaviours**, and use inclusive language.

2



Culture

Our staff and volunteers receive **training on interculturalism, cultural awareness, tackling racism** and about the issues young people from ethnic minority backgrounds face.

3



Culture

We compare facts about the **ethnic profile of our community** to the people we focus our work towards.

3



Culture

We **consult with young people** (including those who are not part of our organisation) and **their parents** about the specific needs and issues for young people of ethnic minorities in relation to accessing and participating in youth work.

3



Culture

We have knowledge about, and **actively communicate with organizations** that have a good understanding of the needs and issues of ethnic minority groups.

4



Culture

Our programme is **considerate of different religious needs.**

4



Culture

We promote a **message of safety and respect** towards people from **all ethnic and cultural backgrounds.**

4



Culture

Our programme is **responsive** to the specific needs, issues and experiences of young people from ethnic minority backgrounds.

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5



Culture

We have staff members and volunteers who **come from different ethnic backgrounds.**

5



Culture

We use visual imagery in our publications and in our venue that **reflects the ethnic diversity of our community** and proactively invites people from all ethnic groups in the area to join.

5



Culture

Examples in our exercises feature **names and cultural phenomena from different cultures.**

1



LGBTQI+

Our **promotional materials** state that LGBTQI+ people are welcome in our organization.

1



LGBTQI+

We have **policies and procedures** in place to deal with homophobic/trans-phobic bullying and harassment.

1



LGBTQI+

We have an **equality policy** that specifically names young LGBTQI+ people.

2



LGBTQI+

We display LGBTQI+ **awareness posters.**

2



LGBTQI+

We have a **referral list of services** for young LGBTQI+ people and their families.

2



LGBTQI+

We **display information** about LGBTQI+ **youth support services.**

3



LGBTQI+

We **consult with young LGBTQI+ people, parents and organisations** about the specific needs and issues for young LGBTQI+ people in relation to accessing and participating in youth work.

3



LGBTQI+

We **collaborate with LGBTQI+ organizations** to assure a high quality in our work.

3



LGBTQI+

We **consult with young LGBTQI+ people** and actively involve them in decision-making and in the development of our organisation.

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4



LGBTQI+

Our staff and volunteers use **inclusive language** when speaking to youngsters about relationships and sexuality.

4



LGBTQI+

Our staff and volunteers **actively challenge** anti-LGBTQI+ attitudes and comments.

4



LGBTQI+

Our staff and volunteers **respond** to a young person who is considering "coming out" in an **inclusive and respectful** way.

5



LGBTQI+

We **provide informal education** to young people about LGBTQI+ issues.

5



LGBTQI+

Our staff and volunteers **receive training** about working with young LGBTQI+ people.

5



LGBTQI+

We **educate** our staff and volunteers about issues for young LGBTQI+ people.

1



Mental health

We have an **official** mental health promotion policy.

1



Mental health

We state that we have an **official** mental health promotion programme in our promotional material and when **communicating with schools**, etc.

1



Mental health

We have an **official** mental health promotion programme in place.

2



Mental health

We have **identified local mental health services**, and established a relationship with them.

2



Mental health

We have **developed** an understanding of the referral process into **statutory service**.

2



Mental health

We have a **routine** for when we advise youngsters to seek **professional help**.

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3



Mental health

We seek tips and advice from external actors that have good knowledge and experience of working with mental health problems, **to make sure our work is as good as possible.**

3



Mental health

We educate ourselves about, and are flexible to accommodate, the needs of young people with mental health issues. We do this to **make sure that our work is appreciated** by the target group.

3



Mental health

We consult with young people about how mental health issues can affect their engagement with youth services and how youth services can support young people with mental health issues. This can provide us with ways to **make our work better.**

4



Mental health

Our staff and volunteers **receive support** and supervision (e.g. team meetings, one-to-one formal supervision, etc).

4



Mental health

We **train our staff and volunteers** in mental health promotion.

4



Mental health

We **educate our staff and volunteers** about the early warning signs of mental illness.

5



Mental health

We have **promotional material** for good mental health available and on display in our organization.

5



Mental health

Our staff and volunteers **speak openly** about mental health topics and problems.

5



Mental health

Our staff and volunteers **verbally promote** positive messages about seeking help for mental health problems.

1



Socio-economic

We **cooperate with commercial actors** to better our service for people with low income. For example, we could cooperate with a cinema to have a free movie night, or loan sporting goods for our activities so our participants don't have to buy supplies themselves.

1



Socio-economic

We get **commercial sponsors** so that we can have free things for our participants. For example, a supermarket might sponsor us with free coffee and cookies.

1



Socio-economic

We **cooperate with other organizations**, for the benefit of people with low socioeconomic status. For example, we could pair up with another organization, so members get access to both services if they pay for membership in one of them.

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2



Socio-economic

We focus our efforts towards areas of low socioeconomic status, to make it easier for them to **find our organization**.

2



Socio-economic

We learn which areas are of low socioeconomic status, so we know **where to find that target group**.

2



Socio-economic

We provide our promotional material to actors who work with people of low socioeconomic status, to **increase their awareness of our organization**.

3



Socio-economic

Our **advertisements** state that participants in our activities will get free bus tickets to and from our venue.

3



Socio-economic

Our **flyers** state that we offer free food to participants in our activities.

3



Socio-economic

We have free activities which we **advertise**.

4



Socio-economic

Our organization can pay part of the cost of **activities that cost money**, for those who cannot pay the full price themselves.

4



Socio-economic

We have clear information about **what costs there are** in joining our activities, exactly how much they are, and what things are free of cost in our organization.

4



Socio-economic

We have all the necessary materials for our **activities that you need special equipment to participate in**, so that we can let participants borrow them (e.g. pens, papers or computers for indoor activities, and tents, sleeping bags and backpacks for outdoor activities).

5



Socio-economic

We make **compulsory meetings** available online so you can participate even if you can not come to the meeting venue.

5



Socio-economic

If a **compulsory contribution** is demanded from participants, we make sure that it can be adjusted to be of no cost for those in difficult socioeconomic situations (e.g. instead of contributing by buying coffee for the organization, a participant could do the dishes).

5



Socio-economic

If a **compulsory contribution** is demanded from participants' parents, we make sure that it can be adjusted to be of no cost, or adapted to suit other needs (e.g. if a family works nights, they can make their contribution to the organization at a time that suits them).

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1



Diverse ability

We **educate our staff and volunteers** in how to communicate in a respectful way with, for example, people with reduced mobility or people who are deaf or hard of hearing.

1



Diverse ability

We **train our staff and volunteers** in basic diverse ability awareness.

1



Diverse ability

We have a **written commitment to equality and inclusion** that specifically includes people in diverse ability situations.

2



Diverse ability

All **doorways** are a **minimum of 80 cm in width**.

2



Diverse ability

Fixtures and fittings such as door handles, door bells, brochures and promotional material are at the right height to be **reached by wheelchair users**, i.e. 90-100 cm.

2



Diverse ability

There are designated **wheelchair-accessible toilets**.

3



Diverse ability

Our venue uses **contrasting colours** between its walls and doors, doors and door handles, and between its walls and floors.

3



Diverse ability

Our promotional flyers use a text and background that contrast each other in colour, and use a plain font such as Arial. The font size is large enough to **accommodate the needs of people with low vision** (14 point is recommended).

3



Diverse ability

Our venue is free of hazards that block pathways (that a **visually impaired person might trip on**), such as bikes, school bags, brochure stands and potted plants.

4



Diverse ability

There are designated **'accessible parking spaces'** located close to the entrance of our venue.

4



Diverse ability

People can be **dropped off and picked up** close to the entrance of our venue.

4



Diverse ability

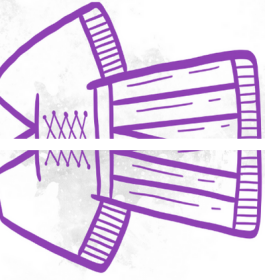
We have made special **transport arrangements** for people who have difficulties in getting to our service.



Culture

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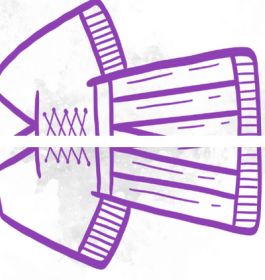
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Culture

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Culture

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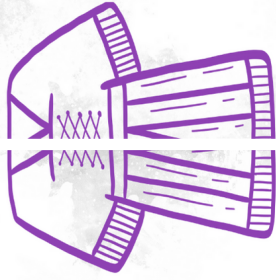
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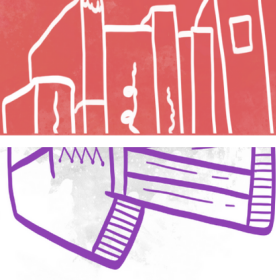
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Culture

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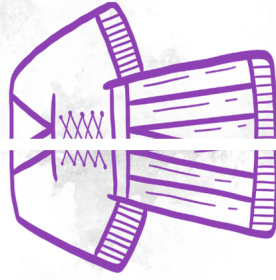
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Culture

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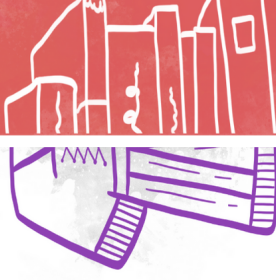
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Culture

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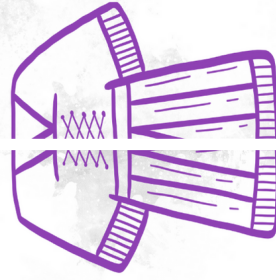
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Culture

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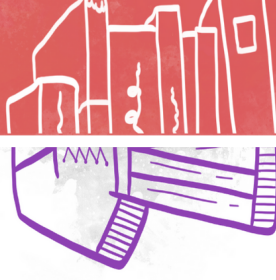
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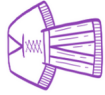
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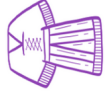
2



Culture

How does your organization work **against racism** and **for interculturalism**?

1



Culture

In what way is your organization adjusted for **people who can not speak your language** properly?

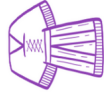
5



Diverse ability

Our **flyers clearly state what kind of aid we have for people with diverse ability**, e.g wheelchair access.

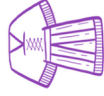
3



Culture

Which sources and partners does your organization consult with to make sure that your work with inclusion of people from different cultures is optimal?

1



Culture

In what way is your organization adjusted for **people who can not speak your language** properly?

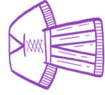
5



Diverse ability

The **depictions of people we use in our promotional material** feature young people with diverse abilities.

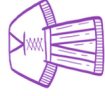
3



Culture

Which sources and partners does your organization consult with to make sure that your work with inclusion of people from different cultures is optimal?

2



Culture

How does your organization work **against racism** and **for interculturalism**?

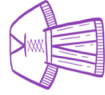
5



Diverse ability

We **provide** our promotional material **to** (and work in partnership with) **diverse ability services**.

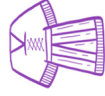
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Culture

Which sources and partners does your organization consult with to make sure that your work with inclusion of people from different cultures is optimal?

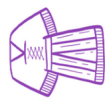
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Culture

How does your organization work **against racism** and **for interculturalism**?

1



Culture

In what way is your organization adjusted for **people who can not speak your language** properly?

Diverse ability

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Diverse ability

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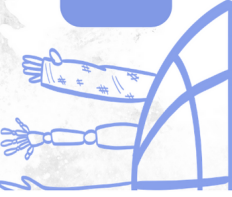
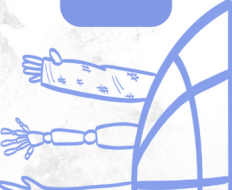
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Diverse ability

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Diverse ability

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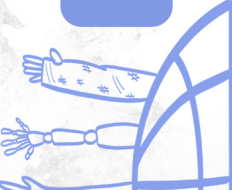
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Diverse ability

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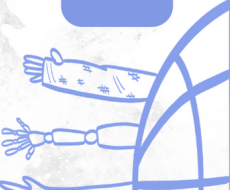
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Diverse ability

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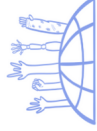
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Diverse ability



As an organization, do you have **knowledge about**, and **written regulations for**, working with inclusion of people with diverse abilities?

2

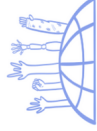
Diverse ability



In what ways is your venue adapted for **wheelchair users**?

2

Diverse ability



In what ways is your venue adapted for **wheelchair users**?

2

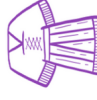
Diverse ability



In what ways is your venue adapted for **wheelchair users**?

5

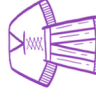
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How does your staff, your volunteers and your material **represent the cultural diversity** in your community?

5

Culture



How does your staff, your volunteers and your material **represent the cultural diversity** in your community?

1

Diverse ability



As an organization, do you have **knowledge about**, and **written regulations for**, working with inclusion of people with diverse abilities?

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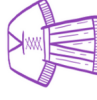
Diverse ability



As an organization, do you have **knowledge about**, and **written regulations for**, working with inclusion of people with diverse abilities?

4

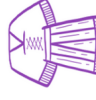
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How is your organization **flexible and adjustable** for meeting people from **different cultures and religions** (apart from adjustments in your language)?

4

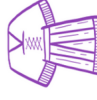
Culture



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4

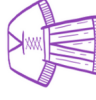
Culture



How is your organization **flexible and adjustable** for meeting people from **different cultures and religions** (apart from adjustments in your language)?

5

Culture



How does your staff, your volunteers and your material **represent the cultural diversity** in your community?

LGBTQI+

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Diverse ability

How has your organization adapted the **information in your promotional material**, and your **promotional strategy**, to reach people with diverse abilities?

1



LGBTQI+

Do you have **written commitments** on how you work with creating a safe climate for young LGBTQI+ people?

1



LGBTQI+

Do you have **written commitments** on how you work with creating a safe climate for young LGBTQI+ people?

1



LGBTQI+

Do you have **written commitments** on how you work with creating a safe climate for young LGBTQI+ people?

4



Diverse ability

How have you made it easier for youngsters with diverse abilities to **transport themselves** to your organization?

4



Diverse ability

How have you made it easier for youngsters with diverse abilities to **transport themselves** to your organization?

5



Diverse ability

How has your organization adapted the **information in your promotional material**, and your **promotional strategy**, to reach people with diverse abilities?

5



Diverse ability

How has your organization adapted the **information in your promotional material**, and your **promotional strategy**, to reach people with diverse abilities?

3



Diverse ability

In what ways have you made it easier for the **visually impaired** to discover and participate in your organization?

3



Diverse ability

In what ways have you made it easier for the **visually impaired** to discover and participate in your organization?

3



Diverse ability

In what ways have you made it easier for the **visually impaired** to discover and participate in your organization?

4



Diverse ability

How have you made it easier for youngsters with diverse abilities to **transport themselves** to your organization?



LGBTQI+

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4

How does your staff and your volunteers **talk about** LGBTQI+ in an inclusive way?



3

LGBTQI+

How do you make sure, via **external organizations and people**, that your work with LGBTQI+ issues is optimal?



2

LGBTQI+

How do you make **LGBTQI+ issues visible** and help people come in **contact with helping actors**?



5

How do you make sure that your staff and volunteers have **sufficient knowledge** about LGBTQI+?



3

LGBTQI+

How do you make sure, via **external organizations and people**, that your work with LGBTQI+ issues is optimal?



2

LGBTQI+

How do you make **LGBTQI+ issues visible** and help people come in **contact with helping actors**?



5

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4

LGBTQI+

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LGBTQI+

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LGBTQI+

How does your staff and your volunteers **talk about** LGBTQI+ in an inclusive way?

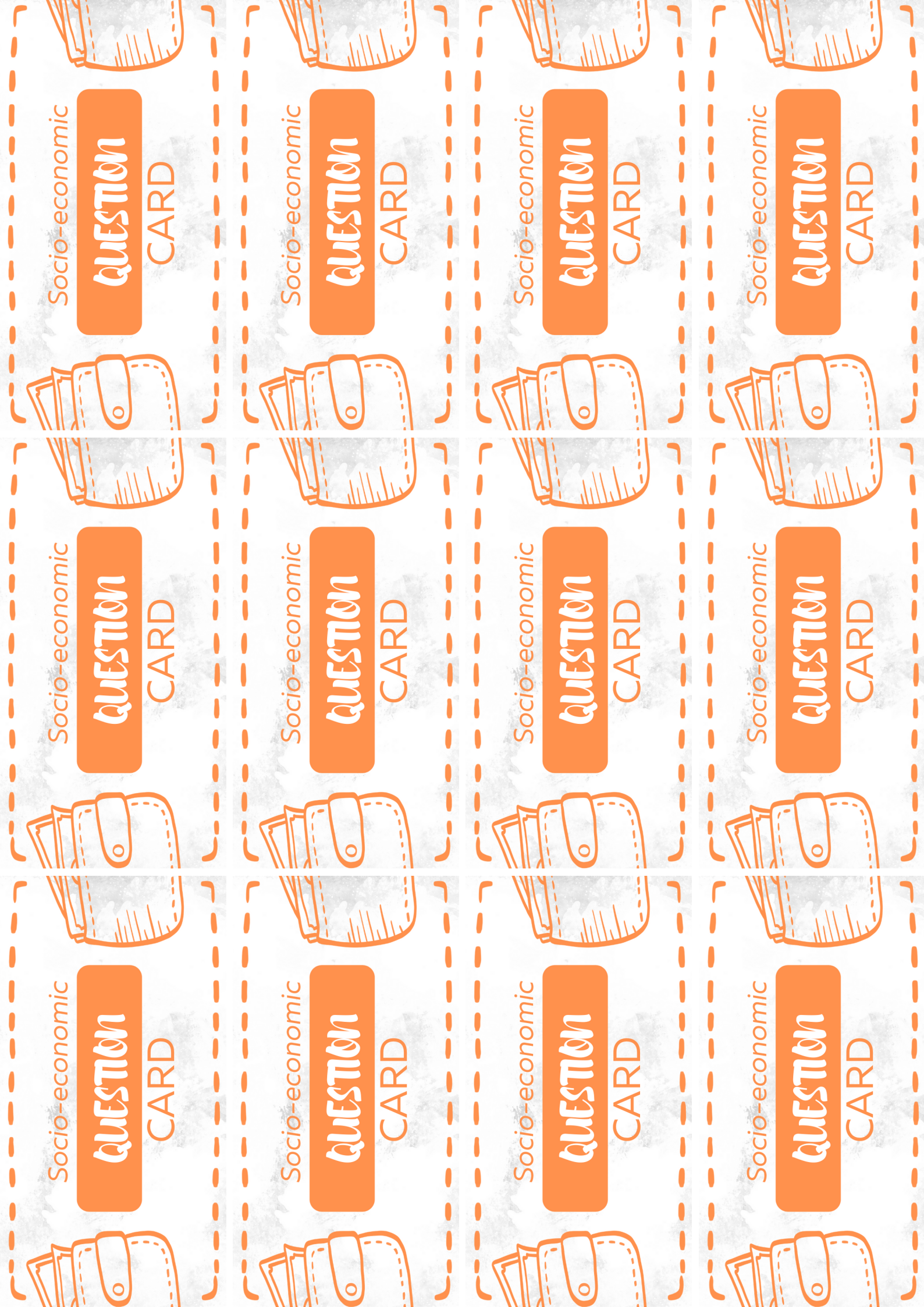


3

LGBTQI+

How do you make sure, via **external organizations and people**, that your work with LGBTQI+ issues is optimal?





Socio-economic

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3



Socio-economic

In what ways is it visible in your **promotional materials** that you have adapted your organization to youngsters in tough socioeconomic situations?

4



Socio-economic

In what ways have you adjusted your **activities that cost money** to include youngsters in tough socioeconomic situations?

4



Socio-economic

In what ways have you adjusted your **activities that cost money** to include youngsters in tough socioeconomic situations?

4



Socio-economic

In what ways have you adjusted your **activities that cost money** to include youngsters in tough socioeconomic situations?

2



Socio-economic

What efforts have you made to help youngsters with a difficult socioeconomic situation **find your organization**? What efforts have you made to **find them**?

2



Socio-economic

What efforts have you made to help youngsters with a difficult socioeconomic situation **find your organization**? What efforts have you made to **find them**?

3



Socio-economic

In what ways is it visible in your **promotional materials** that you have adapted your organization to youngsters in tough socioeconomic situations?

3



Socio-economic

In what ways is it visible in your **promotional materials** that you have adapted your organization to youngsters in tough socioeconomic situations?

1



Socio-economic

Do you **collaborate with external actors** to make activities more affordable for the participants?

1



Socio-economic

Do you **collaborate with external actors** to make activities more affordable for the participants?

1



Socio-economic

Do you **collaborate with external actors** to make activities more affordable for the participants?

2



Socio-economic

What efforts have you made to help youngsters with a difficult socioeconomic situation **find your organization**? What efforts have you made to **find them**?



Mental health

QUESTION

CARD



Mental health

QUESTION

CARD



Mental health

QUESTION

CARD



Mental health

QUESTION

CARD



Mental health

QUESTION

CARD



Socio-economic

QUESTION

CARD



Mental health

QUESTION

CARD



Mental health

QUESTION

CARD



Socio-economic

QUESTION

CARD



Mental health

QUESTION

CARD



Mental health

QUESTION

CARD



Socio-economic

QUESTION

CARD

2



Mental health

How have you **prepared yourselves** for situations where you cannot satisfy a coworker's or participant's **need for help** with mental health problems?

3



Mental health

How do you **make sure** that the work your organization does regarding mental health is **optimal**?

3



Mental health

How do you **make sure** that the work your organization does regarding mental health is **optimal**?

3



Mental health

How do you **make sure** that the work your organization does regarding mental health is **optimal**?

1



Mental health

How do you **make it clear to the general public, and within your own organization**, in what ways you work with mental health?

1



Mental health

How do you **make it clear to the general public, and within your own organization**, in what ways you work with mental health?

2



Mental health

How have you **prepared yourselves** for situations where you cannot satisfy a coworker's or participant's **need for help** with mental health problems?

2



Mental health

How have you **prepared yourselves** for situations where you cannot satisfy a coworker's or participant's **need for help** with mental health problems?

5



Socio-economic

If being a part of your organization includes a **compulsory effort**, have you adjusted it for youngsters with a difficult socioeconomic situation?

5



Socio-economic

If being a part of your organization includes a **compulsory effort**, have you adjusted it for youngsters with a difficult socioeconomic situation?

5



Socio-economic

If being a part of your organization includes a **compulsory effort**, have you adjusted it for youngsters with a difficult socioeconomic situation?

1



Mental health

How do you **make it clear to the general public, and within your own organization**, in what ways you work with mental health?

Mental health

QUESTION

CARD

Mental health

QUESTION

CARD

Mental health

QUESTION

CARD

Mental health

QUESTION

CARD

Mental health

QUESTION

CARD

Mental health

QUESTION

CARD

5

Mental health



How do you contribute, **verbally** and in your **printed material**, to a positive and open climate for talking about mental health?

5

Mental health



How do you contribute, **verbally** and in your **printed material**, to a positive and open climate for talking about mental health?

4

Mental health



How do you increase your staff's and volunteers' **knowledge**, and how do you **guide them**, in working with mental health?

4

Mental health



How do you increase your staff's and volunteers' **knowledge**, and how do you **guide them**, in working with mental health?

4

Mental health



How do you increase your staff's and volunteers' **knowledge**, and how do you **guide them**, in working with mental health?

5

Mental health



How do you contribute, **verbally** and in your **printed material**, to a positive and open climate for talking about mental health?